

**Least Developed Countries Initiative**  
**Cisco Systems, Inc., UNDP, USAID/Leland Initiative,**  
**UNITeS/UNVs**

**PHASE II of LDC Initiative**

**Terms of Reference for an International UN Volunteer in Uganda**

**Background**

During the G-8 Summit in July 2000, the Least Developed Countries Initiative [www.cisco.com/edu/ldci](http://www.cisco.com/edu/ldci) was announced. Partners of the LDC Initiative include the following: Cisco Systems, United Nations Development Program (UNDP), the United States Agency for International Development's Leland Initiative, the United Nations Secretary General's UNITeS, and the United Nations Volunteers. Since then, these strategic partners have worked together to extend the Cisco Networking Academy Program to 31 of the world's 49 Least Developed Countries (LDCs), plus 6 developing countries. The program has expanded the scope of information and communication technologies available in LDCs. Bringing the Cisco Networking Academy Program [www.cisco.com/edu/academies](http://www.cisco.com/edu/academies) to these countries has allowed their students the same educational opportunities that are currently being offered to students in 110 other countries around the world. Providing a workforce with the skills to design, build and maintain the Internet infrastructure is a critical step to participation in the global economy. This is a program that can assist in offering sustainable development in the LDCs and accelerate their progression and full integration into the world economy.

Starting in October 2001, UNITeS volunteers have been recruited and deployed in 20 countries under the LDC Initiative. The LDC Initiative is now entering Phase II which includes renewal of some UNV contracts for a second year, as well as recruiting additional UNVs to be hosted in new countries under the project.

Of the 27 African countries participating in the LDC Initiative, Uganda has demonstrated excellent growth and potential. The Regional Academy (RA) at the Ugandan Communication Institute (UCI) offers the first 4 semesters of Cisco curriculum, known as CCNA. The RA has produced 43 graduates to date, and currently has 85 students enrolled. The infrastructure and human resources at UCI have contributed to the successful implementation of the Cisco Networking Academy Program there. Cisco and USAID are currently exploring the opportunity to partner with other local institutions to expand the reach of the program,

including several departments at Makerere University, one of Africa's premiere institutes of higher education.

The partners feel that it is important to build upon the strong foundation of CCNA already available in Uganda, and take the next step by bringing higher-level network training to Uganda. After CCNA, the next four semesters of curriculum lead to the Cisco Certified Network Professional (CCNP) certification. The focus of this advanced curriculum is on developing those skills that enable students to implement scalable networks, build campus networks using multilayer switching technologies, create and deploy a global intranet, and troubleshoot an environment using Cisco routers and switches for multiprotocol client hosts and services. These skills are critical to having a fully developed ICT labor force.

Currently, no LDC is offering CCNP training in Africa. The partners have identified Uganda as a country where all the right characteristics are in place: strong government support for ICT growth, good private sector development, strong partnerships among Ugandan institutions, Cisco, USAID and ITU. Therefore, Cisco and USAID are considering donating the necessary equipment and support to enable Uganda to found the first CCNP Academy in an LDC.

The establishment of a successful CCNP Academy will require not just equipment and technical experience at the host institution, but also a local team with excellent business and management skills.

### **Scope of Work**

An International UNV is sought to provide support to the ongoing activities, as well as to help expand the program to include the next level of Cisco training (CCNP), and strengthen business and management skills of those involved.

The main areas of work for the International UN Volunteer will be:

#### Assist in the implementation of a country-wide approach for CCNP

- Assist the RA and LAs develop an implementation plan for the establishment and roll-out of CCNP, including an advertising plan, recruitment strategy including special attention to recruitment of women, cost calculator, sustainability assessment and determination of fees, etc.
- Familiarize self with the CCNP curriculum (available on-line) in order to provide technical assistance to the CCNP Instructors during student lab exercises and after hours tutoring
- Maintain database with details about the Academy students and graduates, establishing links with private sector, government and other potential employers to assist with job placement and raise awareness

September 20, 2002

Develop and deliver short training courses on business and management skills

- Conduct a preliminary skills- assessment to evaluate the needs of the Academy staff
- Design and develop short courses on management issues, designed to help the Academy program run more efficiently with enhanced planning and operational capacity
- Pilot these modules in Uganda, with the possibility of extending to work with Academy instructors and administrators throughout the region

**Qualifications**

This will be a full-time position for one year. The successful candidate will have strong business skills, preferably an MBA. She/he will also have experience in, or at least strong interest in, international development. Other significant assets will be ICT skills, experience in working with multiple partners, and a passion for bringing about change to improve human development in LDCs.

Interested candidates should send cover letter and resume to Trish Tierney at <ttierney@cisco.com>